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ABSTRACT

This volume, Interim Report No. 2 in a 3-year study, establishes the need for job-linked literacy programs that respond to technological and organizational change, outlines the character of successful programs, and demonstrates these programs' potential value. The volume is divided into two parts: report and case studies. The introduction to the report recapitulates the major characteristics of job-linked literacy programs and the distinction between such programs and general literacy programs in the workplace. Subsequent sections of the report concentrate on job-linked programs whose objective is to help employees cope with the new skills demanded by technological and/or organizational change. The concepts and practices involved are illustrated with examples drawn from job-linked literacy programs at six companies. The six critical ingredients of an effective job-linked literacy program are defined and documented with case-by-case authentication. Finally, a set of guidelines for employee participation in basic skills learning establishes the groundwork for action. The second part of the volume contains detailed case studies of the job-linked literacy programs at the six companies: Onan Corporation, AC Rochester, Remmele Engineering, Baldor Electric, United Auto Workers/Ford Skills Enhancement centers, and National Semiconductor Salt Lake. Information about Work in America Institute, Inc. is appended. (YLB)

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